Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

APHIS (and below)

For 3rd Quarter 2011 for period ending June 30, 2011

				Con	npa	rative	Data	l					
Complaint Activity		Previo	ous Fis	cal Y	Zea1	r Data	l.	2	011Th06 20				
	200	06 20	07 20	008	20	09 2	010	4	011Thru06-30				
Number of Complaints Filed	41	1 4	4 5	55	6	1	45		39				
Number of Complainants	40) 4	1 5	52	5	9	45		39				
Repeat Filers	1	2	2	3	2	2	0		0				
Carralainta har Davia				C	om]	parati	ve Da	ıta					
Complaints by Basis		Pr	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal total complaints filed.		2006	2007	200	08	2009	201	0	2011Thru06- 30				
Race		12	10	12	2	11	8		10				
Color		1	3	2	,	1	2		0				
Religion		1	0	3		0	2		3				
Reprisal		26	19	30	0	23	15		16				
Sex		16	16	13	5	11	14		11				
National Origin		6	5	4		6	4		3				

Equal Pay Act	3	0	0	0	0	0
Age	11	11	13	10	10	8
Disability	6	9	9	11	10	7
Non-EEO	0	3	9	10	8	4
Complete to be Income			Com	parativ	e Data	ı
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2006	2007	2008	2009	2010	2011Thru06- 30
Appointment/Hire	0	0	0	2	1	0
Assignment of Duties	3	8	4	1	3	1
Awards	1	0	2	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	4	5	6	2
Suspension	1	3	7	5	4	1
Removal	0	0	2	2	1	0
Other	1	2	0	1	0	1
Duty Hours	0	1	1	3	0	0
Evaluation Appraisal	1	1	7	4	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	19	19	22	13	18
Sexual	1	4	1	1	0	1
Medical Examination	0	0	0	0	0	0

						-		1				
Pay (Including Overtime)		0	1	1	1		0	1				
Promotion/Non-Selection		17	14	17	12	2	8	12				
Denied		1	0	1	1		1	1				
Directed		0	2	0	1		0	1				
Reasonable Accommodati	on	1	4	2	7		2	2				
Reinstatement		0	0	1	0		0	0				
Retirement		0	0	0	0		0	0				
Termination		3	4	1	5		5	1				
Terms/Conditions of Emp	loyment	0	0	3	6		1	1				
Time and Attendance		6	3	0	3		1	1				
Training		1	1	4	4		1	1				
Other	11 7 3 2 2 0											
			Co	mpa	rative	Dat	ta					
Processing Time]	Previou	s Fisca	l Ye	ar Data	a		2011Thru06-				
	2006	2007	200	8	2009	2	010	30				
Complaints pending durin	g fiscal y	ear										
Average number of days in investigation	217.18	185.67	231.5	51	173.30	24	18.48	175.91				
Average number of days in final action	543.70	807.26	734.1	13	503.70	15	56.37	395.62				
Complaint pending during	ing fiscal year where hearing was requested											
Average number of days in investigation	225.00	176.33	218.3	18	174.86	24	19.52	170.95				
Average number of days in final action	12.87	52.00	30.2	9	94.50	12	27.75	67.25				
Complaint pending during	Complaint pending during fiscal year where hearing was not requested											
Average number of	nding during fiscal year where hearing was not requested											

days in investigation												
Average number of days in final action	792	.53	896	5.12	948	.35	600	5.00	179	0.27	5	97.69
						C	omj	parati	ive l	Data		
Complaints Dismissed Agency	by	Ì	F	revi	ous l	Fisca	ıl Y	ear D	ata		2011	Thru06-
rigency		Ì	200	6 20	007	200	8	2009	20	10		30
Total Complaints Dismisse Agency	ed by	7	16		4	5	4		1	2		6
Average days pending priodismissal	r to		917	1:	509	232	2	688	42	22		86
Com	plai	nts V	With	drav	n by	y Co	mp	lainaı	ıts			
Total Complaints Withdraw Complainants	vn b	у	15		4	4		1		1		1
					C	omp	ara	tive l	Data	a		
Total Final Agency			Prev	ious	Fisc	al Y	ear	Data	L		2011	Thru06-
Actions Finding Discrimination	2	006	2	007	20	008	2	009	20)10	30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		0		1	
Without Hearing	0	0	1	100	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	1	100	0	0	1	100
Findings of	T				(Comp	para	ative]	Data	a		
Discrimination Rendered by Basis			Pre	vious	Fis	cal Y	 Zear	· Data	ì		2011	Thru06-
Note: Complaints can be	1 2	006		2007	12	008		2009	12	010		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%		%		%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	0	0	0	0	0	0	1	100
Sex	2	100	0	0	0	0	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	•											
Findings After Hearing	2		0		0		1		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	0	0	0	0	0	0	1	100
Sex	2	100	0	0	0	0	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

					(Com	par	ative	Dat	a		
Findings of Discrimination Rendered]	Pre	vious	Fis	cal Y	Zea1	r Data	a		2011	Thru06-
by Issue	20	006	2	007	20	008	2	009	20)10		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	100
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	50	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-											

Non-Sexual													
Medical Examination 0	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime) 0 <td>Sexual</td> <td>0</td>	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	1	50	0	0	0	0	1	100	0	0	0	0
Directed	Reassignment												
Reasonable Accommodation 0 <td>Denied</td> <td>0</td>	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Accommodation 0 <	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Retirement 0		0	0	0	0	0	0	0	0	0	0	0	0
Termination	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment 0 <th< td=""><td>Retirement</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Employment 0	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined 0	Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Findings After Hearing 2 0 0 1 0 1 Appointment/Hire 0	Training	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire 0	Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire 0													
Assignment of Duties	Findings After Hearing	2		0		0		1		0		1	
Awards 0 <td>Appointment/Hire</td> <td>0</td>	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time 0	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	100
Disciplinary Action Demotion	Awards	0	0	0	0	0	0	0	0	0	0	0	0
Demotion 0 0 0 0 0 0 0 0 0 0 0	Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
	Disciplinary Action												
Reprimand 0 0 0 0 0 0 0 0 0 0 0	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

			_				_		_			
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	50	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without	0		1		0		0		0		0	

Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												,
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

				<u> </u>	<u> </u>		0 0		
				Co	mp	arativ	ve Data	ı	
Pending Complaints Filed in Previous Fiscal Years by Status	Pı	revio	us]	Fiscal	ΙΥ	ear D	ata	20117 a 20117	Thru06-
•	2006	20	07	2008	3 2	2009	2010		30
Total complaints from previous Fiscal Years	155	11	17	94		94	76		59
Total Complainants	139	10)9	84		84	72		58
Number complaints pending				-					
Investigation	4	4	5	2		2	1		0
ROI issued, pending Complainant's action	0	()	0		0	0		1
Hearing	26	1	6	16		19	20		23
Final Agency Action	45	3	6	28		4	5		4
Appeal with EEOC Office of Federal Operations	2	3	3	3		4	4		5
				Co	mp	arati	ve Data	a	
Complaint Investigations	P	revio	us	Fiscal	ΙΥ	ear D	ata	2011	Thru06-
	2006	20	07	2008	3	2009	2010		30
Pending Complaints Where Investigations Exceed Required Time Frames	4	4	1	3		7	3		1